Human Resources and Social Development Canada

LABOUR PROGRAM

Workplace Bulletin

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The *Workplace Bulletin*, issued by the **Labour Policy and Workplace Information,** Labour Program, Human Resources and Social Development Canada, is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs. If you wish to receive this *Bulletin* **free of charge,** add your name to our mailing list.

The Labour Policy and Workplace Information offers more information than what is listed below; go to http://www.hrsdc.gc.ca/en/lp/wid/info.shtml for a complete listing of products and services.

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Government of Canada Gouvernement du Canada

Canada

Wage Settlements

Covering 500 or More Employees

July 2007

Major collective bargaining settlements reached in the month of July 2007 provided base-rate wage adjustments averaging 3.8% annually over the term of the contracts. The results are based on a review of 29 settlements and cover 70,055 employees.

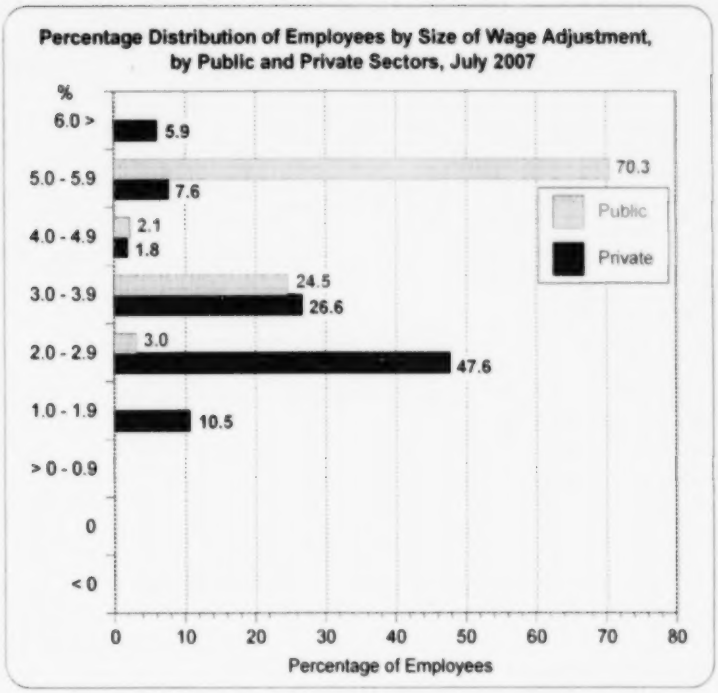
When the parties to these settlements previously negotiated, contract duration averaged 28.2 months and the resulting wage adjustments averaged 2.8%, compared to the 3.8% in their current round of settlements and average contract duration of 36.1 months.

Wage adjustments in the public sector averaged 4.4% for 34,750 employees in 12 agreements. Private-sector wage adjustments averaged 3.3% for 35,305 employees in 17 agreements.

The relatively higher average increase this month was due in large part to the larger wage adjustments in Alberta settlements (averaging 5.2%), including an agreement with the Provincial Health Authorities of Alberta covering 23,500 nurses (accounting for 68% of public sector employee coverage for July). Excluding the Alberta settlements, the remaining agreements across Canada averaged increases of 2.9%.

On a jurisdictional basis, Alberta registered the largest average wage adjustment at 5.2% (5 agreements covering 29,215 employees). The second largest average increase was posted in Saskatchewan at 3.9% (2 agreements covering 1,400 employees).The smallest average wage adjustment was recorded in the federal jurisdiction at 2.6% (4 agreements covering 10,020 employees). The largest concentration of agreements (37.9%) and employees (34.1%) was in Ontario where wage adjustments averaged 2.9%.

On an industry basis, average wage adjustments in July 2007 ranged from a low of 2.0% in the information and culture sector (2 agreements covering 4,380 employees) to a high of 5.7% in primary industries (2 agreements covering 2,760 employees, including Suncor Energy Inc. at 6.3%). The largest concentration of agreements was in the construction sector (31% of all agreements) with wage adjustments averaging 3.3%. The largest concentration of employees was in education health and social services sector (36.5% of all employees) with wage adjustments averaging 4.8%.



Wage adjustments in the July settlements ranged from a low of 1.9% for 3,700 office and technical employees with Bell Aliant Regional Communications, to a high of 6.3% for 2,100 employees with Suncor Energy Inc. in Alberta. Just over 25% of employees received increases in both the 2.0 to 2.9% range and the 3.0 to 3.9% range; and slightly less than 39% received increases in the 5.0 to 5.9% range.

Average Annual Percentage Wage Adjustments by Month

	2007		
	May	**June**	**July**
Sectors			
Public Sector	3.4	3.7	4.4
Private Sector	3.4	2.5	3.3
All Industries/Jurisdictions			
Average Annual Adjustment	3.4	3.0	3.8
Non-COLA	3.5	3.0	3.3
COLA	2.1	2.7	4.8
First-Year Adjustment	3.5	3.0	3.8
Non-COLA	3.5	3.0	3.2
COLA	1.6	2.4	4.8

	2007		
	May	**June**	**July**
Industries			
Primary Industries	-	-	5.7
Utilities	4.6	3.7	4.6
Construction	3.5	3.2	3.3
Manufacturing	2.1	1.5	-
Wholesale and Retail Trade	3.1	1.8	-
Transportation	3.0	4.0	3.0
Information and Culture	-	4.9	2.0
Finance and Professional Services	-	4.0	2.6
Education, Health and Social Services	3.2	3.0	4.8
Entertainment and Hospitality	-	-	4.0
Public Administration	3.0	3.4	3.1
Jurisdictions			
Newfoundland and Labrador	-	-0.7	-
Prince Edward Island	2.8	2.8	-
Nova Scotia	2.9	3.7	-
Quebec	3.8	2.6	-
Ontario	2.8	2.6	2.9
Manitoba	-	3.1	3.7
Saskatchewan	4.4	3.9	3.9
Alberta	4.4	4.4	5.2
British Columbia	2.5	-	3.0
Territories	3.0	-	-
Multiprovince	-	-	3.6
Federal Jurisdiction	3.0	4.9	2.6

Average Annual Percentage Wage Adjustments by Quarter

	2006		2007	
	3rd	4th	1st	2nd
Sectors				
Public Sector	2.7	2.9	3.3	3.0
Private Sector	2.5	1.4	2.6	3.0
All Industries/Jurisdictions				
Average Annual Adjustment	2.6	2.1	3.1	3.0
Non-COLA	2.6	2.1	3.1	3.1
COLA	2.5	2.6	2.0	2.6
First-Year Adjustment	2.3	2.2	2.8	4.0
Non-COLA	2.2	2.2	2.9	4.3
COLA	2.5	2.8	1.8	2.5
Industries				
Primary Industries	-	3.0	3.2	3.2
Utilities	2.6	3.6	3.1	4.0
Construction	3.5	3.5	2.9	3.2
Manufacturing	2.5	2.2	0.7	2.1
Wholesale and Retail Trade	-	1.1	1.4	2.0
Transportation	2.0	2.9	3.2	2.6
Information and Culture	0.5	1.2	1.6	3.8
Finance and Professional Services	2.5	2.5	2.0	3.9
Education, Health and Social Services	2.6	2.9	3.1	3.0
Entertainment and Hospitality	2.9	2.8	2.6	-
Public Administration	2.8	2.8	4.0	3.1

	2006		2007	
	3rd	4th	1st	2nd
Jurisdictions				
Newfoundland and Labrador	-	1.9	-	0.7
Prince Edward Island	2.9	2.1	2.9	2.8
Nova Scotia	3.4	2.9	1.8	3.7
New Brunswick	3.0	3.5	3.0	2.0
Quebec	1.7	2.8	2.9	3.2
Ontario	2.9	1.4	2.9	2.8
Manitoba	2.6	2.6	2.7	3.0
Saskatchewan	-	2.0	4.0	4.2
Alberta	3.5	3.8	3.5	4.4
British Columbia	2.8	3.4	2.3	2.9
Territories	-	-	-	3.0
Multiprovince	-	-	6.6	-
Federal Jurisdiction	2.2	2.2	2.8	2.7

Average Annual Percentage Wage Adjustments by Year

	2004	2005	2006	2007
Sectors				
Public Sector	1.4	2.2	2.6	3.3
Private Sector	2.3	2.4	2.1	3.0
All Industries/Jurisdictions				
Average Annual Adjustment	1.8	2.3	2.5	3.1
Non-COLA	1.7	2.3	2.5	3.1
COLA	2.9	2.5	2.5	3.2
First-Year Adjustment	1.1	2.1	2.4	3.8
Non-COLA	0.9	2.1	2.4	3.9
COLA	2.7	2.6	2.6	3.1
Industries				
Primary Industries	2.9	2.3	2.7	4.6
Utilities	3.1	2.6	2.3	3.8
Construction	2.7	2.5	3.5	3.2
Manufacturing	2.4	2.5	2.0	1.7
Wholesale and Retail Trade	1.4	1.9	1.1	2.0
Transportation	0.6	2.9	2.1	2.7
Information and Culture	2.7	2.4	2.5	2.9
Finance and Professional Services	0.8	2.3	2.5	3.3
Education, Health and Social Services	0.8	2.1	2.5	3.4
Entertainment and Hospitality	2.7	1.9	2.9	3.0
Public Administration	2.5	2.4	2.8	3.5

	2004	2005	2006	2007
Jurisdictions				
Newfoundland and Labrador	1.0	2.0	1.7	0.7
Prince Edward Island	2.4	2.5	2.7	2.8
Nova Scotia	4.7	3.3	3.1	3.1
New Brunswick	4.1	3.0	2.9	2.3
Quebec	2.5	1.6	1.8	3.2
Ontario	3.0	2.7	2.5	2.9
Manitoba	2.6	2.9	2.6	3.0
Saskatchewan	1.6	2.0	2.1	4.1
Alberta	3.1	3.0	3.4	4.8
British Columbia	-1.6	0.5	2.4	2.7
Territories	3.0	3.0	3.1	3.0
Multiprovince	2.7	4.1	3.5	4.9
Federal Jurisdiction	1.6	2.6	2.3	2.7

***Note**: Data for 2007 cover the months of January through July.*

Public and Private Sector Percentage Wage Adjustments, a Chronological Perspective since 1987

Year	Public	Private	All
1987	4.1	3.8	4.0
1988	4.0	5.0	4.4
1989	5.2	5.2	5.2
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	-0.0	1.2	0.3

Year	Public	Private	All
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9
1997	1.1	1.8	1.5
1998	1.6	1.8	1.7
1999	2.0	2.7	2.2
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.3	1.8
2005	2.2	2.4	2.3
2006	2.6	2.1	2.5
2007	3.3	3.0	3.1

Note: *Data for 2007 cover the months of January through July.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the *Technical Notes* (PDF format, 50kb).

Source: Labour Policy and Workplace Information, Labour Program, HRSDC.

Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

OTHER DETAILED TABLES

Other detailed tables include the number of agreements, employees, and durations by month, quarter, and year for all sectors—public and private, jurisdictions, and industries. The data is available at other detailed tables (PDF format, 314kb).

Major Settlements Reached in July 2007

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Primary Industries				
Mosaic Potash Esterhazy Limited Partnership Esterhazy, Saskatchewan Communications, Energy and Paperworkers Union of Canada (CLC) mine employees; mill employees; technical employees	660	3.6	36.0	Jan 31, 2010
Suncor Energy Inc., Oil Sands Fort McMurray, Alberta Communications, Energy and Paperworkers Union of Canada (CLC) mine employees	2,100	6.3	36.0	Apr 30, 2010
2 agreements	**2,760**	**5.7**	**36.0**	
Utilities				
Epcor Utilities Inc. Edmonton, Alberta Civic Service Union No. 52 (Independent-local) office employees; technical employees	940	5.1	48.0	Dec 25, 2010
SaskPower province-wide, Saskatchewan Communications, Energy and Paperworkers Union of Canada (CLC) office employees; technical employees	740	4.1	35.0	Dec 31, 2009
2 agreements	**1,680**	**4.6**	**42.3**	
Construction				
Canadian Automatic Sprinkler Association Canada-wide, Multiprovince United Assn. of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (AFL-CIO/CLC) plumbers and pipefitters	1,300	3.6	36.0	Apr 30, 2010

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Carpenters Employer Bargaining Agency province-wide, Ontario United Brotherhood of Carpenters and Joiners of America (CtW/CLC) carpenters; drywall employees; carpet layers, etc.	12,000	2.9	36.0	Apr 30, 2010
Construction Labour Relations Association of Manitoba province-wide, Manitoba United Assn. of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (AFL-CIO/CLC) plumbers and pipefitters	500	3.7	36.0	Apr 30, 2010
Construction Labour Relations-Alberta Association province-wide, Alberta International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers (AFL-CIO/CLC) iron workers	1,450	5.6	48.0	Apr 30, 2011
Construction Labour Relations-Alberta Association province-wide, Alberta International Association of Heat and Frost Insulators and Asbestos Workers (AFL-CIO/CLC) insulation workers	1,225	5.6	48.0	Apr 30, 2011
Greater Toronto Electrical Contractors Association Toronto, Ontario International Brotherhood of Electrical Workers (AFL-CIO/CLC) electricians	1,000	3.1	36.0	Apr 30, 2010

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Masonry Industry Employers Council of Ontario province-wide, Ontario International Union of Bricklayers and Allied Craftworkers (AFL-CIO/CLC) bricklayers	2,000	2.8	36.0	Apr 30, 2010
Metropolitan Plumbing and Heating Contractors Association Toronto and other centres, Ontario United Assn. of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (AFL-CIO/CLC) plumbers and pipefitters	800	3.0	36.0	Apr 30, 2010
National Elevator and Escalator Association province-wide, Ontario International Union of Elevator Constructors (AFL-CIO) elevator constructors	1,000	2.7	36.0	Apr 30, 2010
9 agreements	**21,275**	**3.3**	**37.5**	
Transportation				
Canadian National Railway Company system-wide, excluding N.L., Multiprovince United Transportation Union (AFL-CIO/CLC) conductors, etc.	2,800	3.0	36.0	Jul 22, 2010
Canadian Pacific Railway system-wide, Multiprovince Teamsters Canada Rail Conference (CtW/CLC) bridge and structure employees; track employees; work equipment employees	2,320	3.3	36.0	Dec 31, 2009

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Eastern Canada Car Carriers province-wide, Ontario; and province-wide, Quebec Teamsters Canada (CtW/CLC) truck drivers, loaders and maintenance employees; yardmen	1,200	2.3*	36.0	Oct 31, 2009
3 agreements	**6,320**	**3.0**	**36.0**	
Information and Culture				
Bell Aliant Regional Communications province-wide, Nova Scotia; province-wide, Newfoundland and Labrador; province-wide, Prince Edward Island; and province-wide, New Brunswick Communications, Energy and Paperworkers Union of Canada (CLC) (Independent-natl.) office employees and technicians	3,700	1.9	48.0	Dec 31, 2011
Ottawa Public Library Board Ottawa, Ontario Canadian Union of Public Employees (CLC) librarians	680	3.0	24.0	Dec 31, 2008
2 agreements	**4,380**	**2.0**	**44.3**	
Finance and Professional Services				
Pacific Blue Cross, B.C. Life & Casualty Company Vancouver, British Columbia Canadian Union of Public Employees (CLC) office employees; technical employees	600	2.6*	48.0	Jul 31, 2010
1 agreement	**600**	**2.6**	**48.0**	

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Education, Health and Social Services				
British Columbia Institute of Technology Burnaby, British Columbia British Columbia Institute of Technology Faculty and Staff Association (Independent-local) instructors; technical employees	1,050	2.1	36.0	Jun 30, 2010
HBA Services province-wide, Alberta United Nurses of Alberta (Independent-natl.) nurses	23,500	5.0*	36.0	Mar 31, 2010
University of Ottawa Ottawa, Ontario Association of Professors of the University of Ottawa (Independent-local) professors; librarians	1,040	3.6	12.0	Apr 30, 2008
3 agreements	**25,590**	**4.8**	**35.0**	
Entertainment and Hospitality				
Cara Airline Solutions Vancouver International Airport, British Columbia UNITE HERE Canada (CtW/CLC) food service employees	650	4.0	36.0	Jul 31, 2010
1 agreement	**650**	**4.0**	**36.0**	
Public Administration				
City of Ottawa Ottawa, Ontario Canadian Union of Public Employees (CLC) recreational employees	2,890	3.0	24.0	Dec 31, 2008

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
City of Richmond Richmond, British Columbia Canadian Union of Public Employees (CLC) office employees; technical employees; recreational employees	700	3.5	60.0	Dec 31, 2011
City of Victoria Victoria, British Columbia Canadian Union of Public Employees (CLC) inside and outside employees	740	3.0*	48.0	Dec 31, 2010
Ottawa Police Services Board Ottawa, Ontario Ottawa Police Association (Independent-local) office employees	520	3.1	12.0	Dec 31, 2007
Ottawa Police Services Board Ottawa, Ontario Ottawa Police Association (Independent-local) police officers	1,250	3.1	12.0	Dec 31, 2007
Regional Municipality of Waterloo Waterloo, Ontario Canadian Union of Public Employees (CLC) office employees; technical employees	700	3.0	36.0	Jun 30, 2010
6 agreements	**6,800**	**3.1**	**28.4**	
Agreements with COLA - 4 agreements	**26,040**	**4.8**	**36.6**	
Agreements without COLA - 25 agreements	**44,015**	**3.3**	**35.9**	
All Agreements - 29 agreements	**70,055**	**3.9**	**36.1**	

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the *Technical Notes* (PDF format, 50kb).

Source: Labour Policy and Workplace Information, Labour Program, HRSDC.

Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

Current and Upcoming Key Negotiations

covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Government of Canada	Various unions	140,550	ARB/ CO/B	Apr 06–Sep 07
Canada Revenue Agency	PSAC	33,200	B	Oct 07
Government of Nunavut	PSAC	2,100	B	Sep 06
Go Transit (Ont.)	ATU	910	B	Jun 07
Private Sector				
Canadian Pacific Railway	Teamsters	4,400	TENT	Dec 06
British Columbia Maritime Employers Association	ILWU CANADA	3,700	CO	Mar 07
MTS Allstream Inc. (Man.)	TEAM	1,050	MED	Feb 07
Provincial and Territorial Jurisdictions				
Public Sector				
Government of Alberta	AUPE	21,000	TENT	Aug 07
City of Montréal	Various unions	17,800	B	Dec 06
Association provinciale des agences de sécurité (Que.)	Steelworkers	14,000	B	Jul 07
Government of Saskatchewan	Teachers	12,400	TENT	Aug 07
Regional Health Authorities of Manitoba	Nurses	11,000	B	Sep 07
Capital District Health Authority	NSGEU	7,900	B/CO	Oct 06
Government of New Brunswick	CUPE	6,290	B	Jun 07
Société de transport de Montréal	CUPE/CSN	6,250	B	Jan 07
City of Vancouver	CUPE	5,270	WS	Dec 06
Nova Scotia Association of Health Organizations	Nurses	4,000	B	Oct 06

Saskatchewan Association of Health Organizations	HSAS	2,700	TENT	Mar 07
Government of Prince Edward Island	PEIUPSE	2,440	B	Mar 07
City of Québec	CUPE	1,410	B	Dec 06
Health Authorities of Prince Edward Island	CUPE	800	B	Mar 07
Private Sector				
Construction Industry in Alberta	Various unions	22,500	TENT/ PMB	Apr 07
New Dominion Stores (Ont.)	CAW-CANADA	8,500	B	Jul 07
Real Canadian Superstores (Alta.)	UFCW	8,150	B	Aug 06
Canada Safeway Ltd. (Alta.)	UFCW	6,800	B	Mar 07
Great Atlantic and Pacific Company of Canada Limited (Ont.)	UFCW	6,300	CO	Jun 07
Boilermaker Construction Association of Canada	Boilermakers	4,600	TENT	Jun 07
Forest Industrial Relations Limited (B.C.)	Steelworkers	4,500	WS	Jun 07
Greater Vancouver Hotel Employer's Association	UNITE HERE Canada	1,240	B	Jun 07
Construction Industry in Ontario	Various unions	1,000	ARB	Apr 07

- ARB Arbitration
- B Bargaining
- B/WS Bargaining after work stoppage
- CO Conciliation
- MED Mediation
- M/WS Mediation after work stoppage
- PAB Post-arbitration bargaining
- PCB Post-conciliation bargaining
- PMB Post-mediation bargaining
- TENT Tentative settlement
- WS Work stoppage

Upcoming Key Negotiations			
Employer	**Union**	**Employees**	**Expiry Month**
Bell Canada (Ont. and Que.)	CEP	7,190	Nov 07
Security Industry Employers Bargaining Association (Ont.)	Steelworkers	3,500	Jun 07
City of Québec	Various unions	2,610	Dec 06
National Research Council Canada	RCEA/PIPSC	2,600	Jun/Jul 07
London Health Sciences Centre	CAW-Canada	1,100	Oct 07
Boeing Toronto, Ltd.	CAW-Canada	760	Oct 07

Major Work Stoppages

Major work stoppages involving 500 or more employees from **August 17 to September 6, 2007.**

An updated weekly report and a full year-to-date listing are available at Major Work Stoppages.

Employer, Location, Union and Employees	**Issues**	**Starting**	**Ending**
Carleton University Ottawa, Ontario Canadian Union of Public Employees 700 support employees	Not available	Sep 5/2007	
Vancouver Public Library Board Vancouver, British Columbia Canadian Union of Public employees 800 librarians and office employees	Pay equity, wages, and contract duration	Jul 26/2007	
City of Vancouver Vancouver, British Columbia Canadian Union of Public employees 5,000 inside employees	Wages and contract duration	Jul 23/2007	
Forest Industrial Relations Limited Coastal Region, British Columbia United Steel, Paper and Ferestry, Rubber, Manufacturing, Energy, Allied-Industrial and Service Workers International Union 7,000 mill employees	Work scheduling, benefits, and contracting out	Jul 21/2007	

Employer, Location, Union and Employees	Issues	Starting	Ending
City of Vancouver Vancouver, British Columbia Canadian Union of Public employees 2,000 outside employees	Wages and contract duration	Jul 20/2007	

Coming in the Next *Bulletin*

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Readers' Corner
- Etc.

For More Information

Please feel free to forward the *Bulletin* to all interested parties. Feedback and comments regarding this bulletin are welcome.

For more information, please contact:

Client Services at 1-800-567-6866

Ottawa-Gatineau area at 1-819-997-3117

Web site at http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

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